The Society of the
Plastics Industry, Inc.

LaborSurvey

Forty Eighth Edition (1986)

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Plastics Processing Companies

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1986

ANNUAL LABOR SURVEY

Plastics Processing Companies

FINANCIAL MANAGEMENT COMMITTEE
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
1275 K STREET, N.W., WASHINGTON, D.C. 20005

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HIGHLIGHTS OF THE SURVEY

The forty-eighth Labor Survey summarizes the information submitted by 256 companies in 32 states. The companies employed 20,474 workers as of September 30, 1986, the effective date of the survey. A classification of companies by region and state is shown below:

Region	State	Number of Firms
1	Connecticut	1
	Maine	1
	Massachusetts	5
	Vermont	4
	Total	11
2	New Jersey (N.Y. area)	4
	New York (Metro)	5
	Total	9
3	Delaware	1
	New Jersey	9
	New York (Upstate)	5
	Pensylvania	11
	Total	26
4	Florida	1
	Georgia	1
	Kentucky	1
	Mississippi	2
	North Carolina	4
	South Carolina	6
	Tennessee	4
	Virginia	4
	Total	23
5 & 6	Illinois (Excl. Chicago)	7
	Indiana	17
	Michigan	15
	Ohio (Cincinnati-Dayton)	9
	Ohio	32
	Wisconsin	10
	Total	90
7	Illinois (Chicago area)	14
	Total	14
8	Iowa	4
	Kansas	2
	Minnesota	13
	Missouri	7
	Nebraska	3
	Total	29
9	Oklahoma	1
	Texas	11
	Total	12
10	Colorado	4
	Total	4
11	Oregon	3
	Washington	6
	Total	9
12	Northern California	6
	Total	6
13	Southern California	17
	Total	17
	Canada	5
	Hawaii	1
	Grand Total	**256**

Some of the interesting features of the survey are summarized below:

1. The index number series of wages in the plastics industry since 1968 follows:

Effective Date	Index of Wages (1968 = 100)
August 31, 1968	100.0
September 30, 1969	106.0
July 31, 1970	113.6
December 31, 1971	125.0
None - 1972	No Survey
June 30, 1973	131.3
October 1, 1974	145.5
October 31, 1975	166.3
September 30, 1976	176.1
September 30, 1977	196.5
September 30, 1978	204.1
September 30, 1979	215.6
September 30, 1980	228.5
September 30, 1981	244.5
September 30, 1982	262.3
September 30, 1983	272.8
September 30, 1984	279.4
September 30, 1985	288.6
September 30, 1986	293.1

2. Average straight-time hourly earnings increased for 39 of the 56 jobs that were reported in the 1985 survey. The increases were distributed as follows:

Increases in Hourly Wages
Less than 5%-21
5-9%-11
10-14.9%- 4
15% & Over - 3
Total -39

There was a decrease in fourteen jobs, the largest number of decreases in the history of the survey. The wages for three jobs remained unchanged.

3. The average rate of turnover rose to 14.1 percent compared to 12.8 percent in 1985 and 12.1 percent in 1984.

4. Fringe benefits as a percentage of hourly wage rates decreased to 39.0 percent compared to 39.4 percent in 1985 and 40.2 percent in 1984.

5. The average monthly wage for salaried employees increased for 11 out of 13 positions as follows:

Increases in Salaries	
Less than 5%	7
5-9.9%	2
10-19.9%	2
Total	11

The salaries for two jobs decreased.

6. For salaried employees the proportion of firms offering Christmas bonuses rose from 33.1 percent in 1985 to 37.2 percent in 1986. However, profit-sharing plans decreased to 46.8 percent in 1986 from 49.6 in 1985.

For hourly employees, the proportion of firms giving Christmas bonuses increased to 43.4 percent in 1986 compared to 36.2 percent in 1985.

7. The proportion of unionized firms decreased, for the second year in a row, to 28.0 percent in 1986 compared to 30.5 in 1985 and 32.9 in 1984. Among firms with union contracts 14.7 percent had cost-of-living clauses compared to 23.5 percent in 1985.

8. All fringe benefits showed decreases between 1985 and 1986.

9. The proportion of firms paying for a lunch period decreased dramatically to 48.2 percent in 1986 compared to 59.4 percent in 1985.

10. The proportion of firms allowing for more than four weeks vacation continued the decrease begun in 1983, declining to 12.3 percent in 1986 from 13.2 percent in 1985.

The study was prepared under direction of the SPI Financial Management Committee. Dr. Ernest Kurnow of New York University compiled the statistical information and prepared the report for publication.

About the Financial Management Committee

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has an extensive background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastics processing companies. In addition to this Labor Survey, they sponsor a Financial and Operating Ratios Survey, a Salary Survey and an Employee Benefits Survey.

Besides the survey work, this group also sponsors workshops, conducts seminars and runs conferences for other Operating Units of the Society.

The Committee sponsored a major project, the development of a four-volume, "Financial Management Manual for Plastics Processors" Volume I covers Manufacturing Cost control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Management, Capital Investment, etc.); and Volume IV refers to Materials Management. The Manual is available for sale through the Society.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 1275 K Street, N.W., Washington, D.C. 20005.

PLANT STATISTICS

REGION	COMPANIES REPORTING	TOTAL EMPLOYES	PLANT SIZE BY EMPLOYEES							HOURS WORKED PER WEEK		
			1 to 49	50 to 99	100 to 199	200 to 299	300 to 399	400 to 499	500 and over	Low	Avg.	High
1	11	725	4	6	1	-	-	-	-	40	120	120
2 & 3	34	1,966	22	6	4	2	-	-	-	40	120	168
4	23	1,329	15	3	4	1	-	-	-	16	120	168
5 & 6	89	10,410	29	28	20	7	1	-	4	40	120	168
7	14	1,210	5	5	1	2	1	-	-	80	120	168
8	29	2,387	15	8	3	1	1	1	-	24	120	168
9 & 10	14	480	11	2	1	-	-	-	-	40	50	154
11 & 12	15	1,234	9	5	-	-	-	-	1	40	120	168
13	17	733	14	1	1	1	-	-	-	40	120	168
Total	246	20,474	124	64	35	14	3	1	5	16	120	168
1985	292	27,883	131	75	47	24	7	2	6	24	120	168

UNION STATISTICS

REGION	UNIONIZED			LENGTH OF CONTRACT							WAGE REOPENER CLAUSE			MONTH OF CONTRACT EXPIRATION												YEAR OF CONTRACT EXPIRATION					COST OF LIVING INCREASES			BASED ON CHANGES IN CONSUMER PRICE INDEX					
																																			MAXIMUM INCREASE PER HOUR					
	Yes	No	N.A.	1 Year	2 Years	2.5 Years	3 Years	3.5 Years	4 Years	N.A.	Yes	No	N.A.	January	February	March	April	May	June	July	August	September	October	November	December	N.A.	1986	1987	1988	1989	N.A.	Yes	No	N.A.	.16	.20	.50	No. Max. Increase	N.A.
1	2	9	-	-	-	-	1	1	-	-	-	2	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-
2 & 3	16	15	3	-	4	-	11	-	1	-	3	13	-	3	-	1	2	-	2	-	1	1	2	3	1	-	2	8	6	-	-	2	14	-	-	-	-	1	1
4	2	21	-	-	-	-	1	-	-	1	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	1	-	1	1	-	-	-	-	-
5 & 6	30	56	3	1	3	-	25	-	1	-	1	29	-	1	1	4	2	1	1	4	2	1	3	4	3	3	4	8	8	10	-	6	24	-	2	-	1	1	2
7	4	9	1	-	-	-	4	-	-	-	-	4	-	-	1	-	-	-	-	1	-	-	-	-	-	2	-	1	2	-	1	-	4	-	-	-	-	-	-
8	13	16	-	2	-	1	10	-	-	-	-	13	-	-	2	1	4	2	-	-	1	-	1	-	-	2	-	8	4	1	-	1	12	-	-	-	1	-	-
9 & 10	1	13	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-
11 & 12	1	14	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-
13	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	69	170	7	3	8	1	53	1	2	1	4	64	1	4	5	6	9	3	4	5	4	2	8	7	4	8	7	27	22	11	2	10	58	1	2	1	1	3	3
1985	86	198	8	5	10	2	63	1	3	1	7	78	1	1	8	8	14	9	4	6	2	6	11	10	6	1	25	29	18	-	1	20	65	1	-	1	1	3	10

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY

NAME OF UNION	REGION									
	1	2 & 3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Allied Industrial Workers	–	–	–	2	–	–	–	–	–	2
Amalgamated Clothing & Textile Workers	–	3	–	1	–	–	–	–	–	4
General Industrial Liquor Workers	–	–	–	–	1	–	–	–	–	1
Glass, Pottery, Plastics & Allied Workers	–	–	–	1	–	–	–	–	–	1
Graphic Communications Workers	–	–	–	–	–	1	–	–	–	1
Int'l Assn.of Machinists & Aerospace Workers	1	1	1	2	–	1	–	–	–	6
Int'l Brotherhood of Electrical Workers	–	1	–	1	–	2	–	–	–	4
Int'l Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers	–	5	1	2	–	2	–	–	–	10
Int'l Chemical Workers	–	–	–	1	–	1	–	–	–	2
Int'l Electric Radio & Machine Workers	–	1	–	–	–	–	–	–	–	1
Int'l Electronic, Electrical, Technical Salaried Machine Workers	–	–	–	1	–	–	–	–	–	1
Int'l Molders & Allied Workers	–	–	–	1	–	1	–	–	–	2
MESA	–	–	–	1	–	–	–	–	–	1
Oil Chemical & Atomic Workers	–	–	–	1	–	–	–	–	–	1
Plastics Workers Union	–	–	–	–	2	–	–	–	–	2

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY (Cont'd.)

NAME OF UNION	REGION									
	1	2 & 3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Production Workers Union	–	–	–	1	1	–	–	–	–	2
United Aluminum, Brick & Glass Workers	–	–	–	–	–	–	–	1	–	1
United Automobile Workers	–	1	–	6	–	1	–	–	–	8
United Brotherhood of Carpenters & Joiners	–	–	–	1	–	–	–	–	–	1
United Food & Commercial Workers	–	–	–	–	–	2	–	–	–	2
United Furniture Workers	–	–	–	1	–	–	–	–	–	1
United Paper Workers Int'l.	–	1	–	1	–	–	–	–	–	2
United Rubber Workers	–	–	–	1	–	–	–	–	–	1
United Rubber, Cork Linoleum & Plastics Workers	–	1	–	3	–	–	–	–	–	4
United Steel Workers of America	–	2	–	2	–	1	1	–	–	6
United Textile Workers	–	–	–	–	–	1	–	–	–	1
No Response	1	–	–	–	–	–	–	–	–	1
Total	2	16	2	30	4	13	1	1	–	69
1985	3	22	1	29	3	13	4	7	4	86

REST PERIOD AND LUNCH PAYMENT POLICIES

REGION	PAYMENT EMPLOYMENT REST PERIOD			LENGTH OF DAILY REST PERIOD (IN MINUTES PER PERIOD)												NO. OF REST PERIODS PER SHIFT							PAYMENT FOR LUNCH PERIOD			LENGTH OF PAID LUNCH PERIOD (IN MINUTES)							
	Yes	No	N.A.	5	10	12	15	18	20	25	30	40	60	70	N.A.	1	2	3	4	5	Varies	N.A.	Yes	No	N.A	15	17.5	18	20	25	30	40	N.A.
1	11	-	-	1	8	-	2	-	-	-	-	-	-	-	-	2	9	-	-	-	-	-	1	8	2	-	-	-	1	-	-	-	-
2 & 3	32	1	1	-	21	-	10	1	1	-	-	-	-	-	-	8	22	2	-	-	-	-	14	13	7	1	-	1	8	-	4	-	-
4	23	-	-	1	13	-	7	-	1	-	-	-	-	-	1	1	20	1	-	-	-	1	9	8	6	2	-	-	2	-	5	-	-
5 & 6	89	-	-	-	59	-	23	-	4	3	2	-	-	-	4	7	72	4	1	-	-	5	46	26	17	6	1	-	27	4	6	1	1
7	13	-	1	-	10	-	3	-	1	-	1	-	-	-	-	1	10	1	-	1	-	-	4	4	6	-	-	-	1	-	3	-	-
8	29	-	-	1	17	1	9	-	2	-	1	1	-	-	1	3	22	4	-	-	-	1	14	10	5	4	-	-	6	-	4	-	-
9 & 10	13	-	1	-	6	-	7	-	-	-	1	-	-	-	-	1	11	1	-	-	-	-	2	11	1	-	-	-	1	-	1	-	-
11 & 12	15	-	-	-	8	-	7	-	-	-	-	-	-	-	-	1	14	-	-	-	-	.	.	10	5	-	-	-	-	-	-	-	-
13	17	-	-	-	9	-	4	-	1	-	1	1	1	1	-	3	11	3	-	-	-	-	2	9	6	-	--	-	-	-	2	-	-
Total	242	1	3	3	151	1	72	1	10	3	6	2	1	1	6	26	191	16	1	1	-	7	92	99	55	13	1	1	46	4	25	1	1
1985	282	6	4	3	186	2	72	1	21	2	6	-	-	-	-	21	232	26	1	-	1	2	145	99	48	14	-	2	71	4	44	-	7

OTHER PAYMENT POLICIES

REGION	PIECE WORK PAY						PAYMENT FOR SICK DAYS			NO. OF PAID SICK DAYS																		
	Molders			Finishers																								
	Yes	No	N.A.	Yes	No	N.A.	Yes	No	N.A.	2	3	3.5	3.75	4	4.5	5	6	7	8	8.5	10	12	14	40	26 Weeks	Length of Service	Varies
1	-	9	2	-	9	2	2	-	9	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-
2 & 3	1	25	8	1	25	8	10	6	18	2	2	-	-	-	-	4	2	-	-	-	-	-	-	-	-	-	-
4	1	21	1	1	20	2	5	2	16	-	1	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-
5 & 6	3	81	5	2	80	7	10	20	59	-	1	-	-	-	1	-	4	1	-	-	1	-	-	-	1	1	-
7	3	10	1	1	11	2	1	5	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	-	28	1	-	28	1	9	2	18	2	1	1	-	-	-	2	2	-	-	-	-	-	-	-	-	-	1
9 & 10	2	9	3	1	10	3	5	4	5	-	1	-	-	1	-	2	1	-	-	-	-	-	-	-	-	-	-
11 & 12	-	15	-	-	15	-	4	-	11	-	1	-	1	-	-	-	-	-	-	-	-	1	-	-	-	1	-
13	-	16	1	-	16	1	4	5	8	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	-
Total	10	214	22	6	214	26	50	44	152	4	9	1	1	1	1	12	12	2	-	-	1	1	-	-	1	3	1
1985	10	260	22	5	262	25	61	57	174	5	8	2	1	3	-	19	11	2	1	1	1	1	1	1	2	3	-

PREMIUMS PAID FOR AFTERNOON SHIFT

REGION	N.A.	.05	.07	.075	.08	.10	.12	.13	.14	.15	.17	.18	.19	.20	.21	.23	.24	.25	.30	.35	.37	.40	.65	$1.00	3.0%	3.8%	4%	5%	8%	9%	10%	Monthly Rate	Half Hour Pay
1	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	2	-	-	-	-	1	-	-	-	-	-	1	-	-	-	
2 & 3	2	-	-	-	1	3	-	1	-	4	-	-	1	7	-	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	2	-	
4	2	1	-	-	-	7	1	-	-	2	-	-	-	1	-	-	-	2	-	1	-	-	-	-	-	-	-	1	-	-	-	-	
5 & 6	5	2	3	-	2	18	-	-	2	8	-	2	-	11	1	-	-	9	-	1	1	1	-	-	1	1	1	1	-	-	-	2	
7	-	-	-	-	-	3	-	-	1	-	-	-	-	1	-	-	-	2	-	-	-	-	-	1	-	-	-	1	-	1	-	-	
8	-	2	-	-	-	4	-	-	-	13	1	-	1	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
9 & 10	2	-	-	-	-	1	-	-	-	1	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1	-	-	-	
11 & 12	1	-	-	-	-	1	1	-	1	1	-	-	-	5	-	-	1	1	-	-	-	-	-	-	-	-	-	2	-	-	1	-	
13	3	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3
Total	15	7	3	-	3	39	2	1	4	29	1	2	2	34	1	1	1	23	1	2	1	1	1	1	1	1	1	6	3	1	4	2	3
1985	20	14	3	1	2	51	8	1	4	44	2	1	2	37	-	1	2	21	5	5	1	1	-	1	-	-	2	3	3	1	3	2	

FRINGE BENEFITS AS PERCENT OF HOURLY RATE

REGION	N.A.	PERCENT OF HOURLY RATE								MEDIAN %
		0-9.9	10-19.9	20-29.9	30-34.9	35.0-39.9	40.0-44.9	45.0-49.9	50.0 & Over	
1	6	-	-	1	1	1	1	-	1	35.0
2 & 3	16	-	-	3	3	4	1	2	5	39.4
4	6	1	-	3	4	7	-	2	-	35.2
5 & 6	28	-	2	1	8	14	9	4	23	42.6
7	5	-	1	2	2	2	-	1	1	30.0
8	11	-	-	5	-	4	3	1	5	40.2
9 & 10	2	1	-	1	1	5	1	1	2	35.8
11 & 12	6	1	-	2	3	2	-	1	-	33.8
13	7	-	1	1	2	3	-	1	2	36.8
Total	87	3	4	19	24	42	15	13	39	39.0
1985	78	1	7	25	32	46	36	20	47	39.4

FRINGE BENEFITS BY TYPE AS PERCENT OF HOURLY RATE

MEDIAN PERCENTAGE OF FRINGE BENEFITS TO AVERAGE HOURLY EARNINGS																
REGION	F.I.C.A.	State Unemploy-ment Comp.	Federal Unemploy-ment Comp.	Overtime Premium	Paid Vacation	Workmen's Comp.	Paid Holiday	Paid Sick Days	Paid Funeral & Jury Duty Leave	Christmas Bonus (Or Gifts)	Paid Lunch & Rest Periods	Paid Health & Insurance Plans	Shift Differential	Pension Plan	Profit Sharing	Other
1	7.0	4.3	0.7	5.6	2.9	4.1	2.9	1.9	0.1	0.0	3.5	4.1	1.4	2.5	0.0	0.03
2 & 3	7.15	3.2	0.7	4.5	5.8	2.5	3.8	1.7	0.1	2.9	5.9	9.1	1.1	2.4	8.0	0.7
4	7.15	1.6	0.5	4.3	3.8	2.8	3.0	0.7	0.1	1.2	5.9	5.1	1.3	2.9	9.0	0.9
5 & 6	7.15	2.7	0.6	3.7	4.3	3.0	4.0	1.3	0.2	0.3	5.9	9.4	0.8	2.5	3.8	0.9
7	8.0	5.7	1.5	2.2	4.8	4.1	4.0	0.6	0.1	2.3	12.9	7.5	4.5	4.5	4.7	1.5
8	7.2	2.1	0.7	4.5	4.0	4.0	3.4	1.4	0.2	1.9	6.2	6.1	1.8	2.3	3.0	1.5
9 & 10	7.2	2.7	0.8	0.5	3.8	4.0	2.6	1.9	0.0	0.7	6.3	6.2	3.4	3.8	5.0	0.0
11 & 12	7.0	2.8	0.4	3.2	3.3	3.2	2.9	0.8	0.3	0.3	4.2	9.0	2.4	2.5	0.0	2.7
13	7.2	1.6	0.8	3.2	4.0	4.4	2.0	1.6	0.0	1.2	3.7	6.6	4.1	2.0	3.1	5.8
Total	7.15	2.7	0.6	3.8	4.3	3.7	3.6	1.4	0.2	1.2	5.9	8.9	1.5	2.7	4.7	1.0
1985	7.1	2.8	0.8	3.6	4.3	3.0	3.4	1.2	0.2	1.3	6.1	8.3	1.2	2.2	4.6	1.7

PREMIUMS PAID FOR MIDNIGHT SHIFT

REGION	N.A.	.05	.07	.10	.12	.14	.15	.17	.18	.19	.20	.22	.24	.25	.26	.27	.30	.32	.35	.37	.40	.50	.65	$1.00	3.8%	5.0%	7.0%	7.5%	8.0%	10%	12%	12.5%	15.0%	20.0%	24.0%	Mon. Rate	½ Hour Pay.
1	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-	2	-	-	-	1	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-
2 & 3	2	-	-	1	-	1	4	1	-	1	3	-	1	3	1	1	2	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	2	-	-	1	-	-	4	-	1	-	3	-	1	3	-	-	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
5 & 6	5	2	1	4	2	-	19	-	-	2	9	-	2	10	--	-	6	-	1	1	2	-	-	-	1	2	-	-	1	-	-	-	-	-	-	2	-
7	-	-	-	-	-	-	2	-	-	-	1	-	1	2	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	1	-	-	-	-	-	-
8	5	-	-	3	-	-	2	-	-	-	4	1	1	9	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	--	-	1	-	-	-	-	-
9 & 10	2	-	-	-	-	-	1	-	-	-	1	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
11 & 12	2	-	-	-	-	1	1	-	-	-	-	-	1	-	-	-	5	1	-	-	-	1	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-
13	2	-	-	1	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	--	1	-	4
Total	20	2	1	11	2	2	33	1	1	3	23	1	7	31	1	2	16	1	2	1	9	5	1	1	1	3	1	2	1	1	2	1	-	1	1	2	4
1985	21	2	1	14	3	-	39	4	1	3	35	3	5	35	1	2	22	1	6	1	10	7	1	1	-	2	2	-	2	5	3	-	2	-	1	2	-

NUMBER OF PAID HOLIDAYS

REGION	FULL DAYS																	
	4	5	6	6.5	7	8	8.5	9	9.5	10	10.5	11	12	13	14	15	16	N.A.
1	-	-	-	-	1	-	-	2	2	3	-	-	-	-	-	-	-	3
2 & 3	-	1	1	-	2	1	1	4	-	6	-	6	5	-	-	-	-	7
4	1	1	2	-	4	2	-	4	-	2	-	1	-	-	-	-	-	6
5 & 6	-	-	-	1	6	7	1	10	-	23	-	13	4	5	1	1	2	15
7	-	-	1	-	1	-	-	1	-	4	-	1	-	-	-	-	-	6
8	-	-	-	-	2	2	-	6	-	12	-	3	-	-	-	-	-	4
9 & 10	-	2	2	-	5	2	-	1	-	1	-	-	-	-	-	-	-	1
11 & 12	-	-	-	-	3	4	-	1	-	3	-	-	-	-	-	-	-	4
13	-	-	4	-	3	-	-	3	-	3	-	1	-	-	-	-		3
Total	1	4	10	1	27	18	2	32	2	57	-	25	9	5	1	1	2	49
1985	-	5	12	-	28	23	1	45	2	73	1	24	14	7	3	1	1	47

VACATION STATISTICS

| REGION | PAID VACATION | | | REQUIRED YEARS OF SERVICE FOR | | | | | | | | | | | | | | | | |

BONUS STATISTICS

REGION	PAY CHRISTMAS BONUS			AMOUNT OR BASIS FOR CHRISTMAS BONUS												
	Yes	No	N.A.	Under 1 Week Earnings	1 Week Weeks Earnings	1½ Weeks Earnings	2 Weeks Earnings	Over 2 Weeks Earnings	Attendance	Length of Service	Emp. Earnings	Flat Amount	Gift	Mgt. Discretion	Merit	N.A.
1	4	5	2	-	1	-	-	-	-	1	1	-	-	-	-	2
2 & 3	12	15	7	5	3	1	1	-	-	-	-	-	-	1	-	1
4	9	9	5	3	-	-	-	-	-	1	1	-	1	1	-	2
5 & 6	29	46	14	14	2	-	3	-	2	1	1	1	4	-	-	1
7	3	5	6	-	-	-	-	1	1	-	1	-	-	-	1	-
8	10	14	5	3	1	-	-	-	1	-	1	-	4	-	-	-
9 & 10	4	8	2	3	-	-	-	-	-	-	-	-	-	-	-	1
11 & 12	6	5	4	3	-	-	1	-	-	-	1	-	-	-	-	1
13	9	5	3	2	2	-	1	-	-	2	1	1	1	-	-	-
Total	86	112	48	33	9	1	6	1	4	5	7	2	10	2	1	8
1985	89	157	46	24	11	1	5	3	1	9	4	10	12	3	1	2

OTHER FRINGE BENEFITS

	GROUP LIFE INSURANCE				DENTAL				BASIC MEDICAL-EMPLOYEE				BASIC MEDICAL-DEPENDENTS			
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For
1	8	2	–	1	2	2	–	7	5	3	–	3	1	7	–	3
2 & 3	22	1	–	11	6	2	–	26	26	5	–	3	18	10	1	5
4	19	2	–	2	2	1	2	18	17	3	–	3	4	10	5	4
5 & 6	72	11	–	6	17	9	2	61	53	22	1	13	32	35	9	13
7	9	4	–	1	2	1	–	11	8	4	–	2	2	7	3	2
8	23	4	–	2	6	9	–	14	17	8	–	4	5	14	7	3
9 & 10	11	3	–	–	3	3	–	8	9	2	–	3	1	4	5	4
11 & 12	12	1	–	2	5	4	2	4	8	5	–	2	4	7	1	3
13	14	1	–	2	6	2	1	8	8	3	–	6	2	5	4	6
Total	190	29	–	27	49	33	7	157	151	55	1	39	69	99	35	43
1985	235	37	1	19	75	49	6	162	182	67	1	42	89	111	42	50

OTHER FRINGE BENEFITS CONTINUED

REGION	MAJOR MEDICAL-EMPLOYEE				MAJOR MEDICAL-DEPENDENTS				INCOME-PROTECTION FOR WAGE INDEMNITY				PENSIONS				PROFIT SHARING		
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	No Provision For
1	7	4	-	-	3	8	-	-	5	5	-	1	6	-	-	5	3	1	7
2 & 3	25	5	-	4	17	9		7	13	-	1	20	17	1	-	16	8	-	26
4	17	5	-	1	3	11	7	2	12	-	1	10	9	1	-	13	8	1	14
5 & 6	52	29	1	7	32	41	10	6	53	14	-	22	39	9	-	41	21	6	62
7	10	4	-	-	4	6	2	2	8	2	-	4	6	-	-	8	8	-	6
8	18	10	-	1	4	14	9	2	14	4	-	11	10	4	-	15	11	3	15
9 & 10	11	3	-	-	2	6	5	1	5	1	-	8	4	1	-	9	5	1	8
11 & 12	9	5	-	1	4	7	2	2	7	-	-	8	2	1	-	12	9	-	6
13	11	3	-	3	3	7	5	2	2	-	1	14	6	3	-	8	4	2	11
Total	160	68	1	17	72	109	41	24	119	26	3	98	99	20	-	127	77	14	155
1985	205	72	1	14	107	119	46	20	152	31	1	108	134	17	2	139	92	10	190

TURNOVER STATISTICS--HOURLY EMPLOYEES

REGION	RATE OF TURNOVER (IN PERCENT)												AVERAGE RATE
	No Change	Less THAN 1	1-9	10-19	20-29	30-39	40-49	50-74	75-99	100-149	150 & Over	N.A.	
1	1	-	4	-	1	-	-	1	-	-	-	4	5.3
2 & 3	4	-	7	2	3	1	1	2	-	3	1	10	11.0
4	1	-	5	2	3	2	1	2	2	1	2	2	25.0
5 & 6	4	2	25	12	3	4	5	3	1	1	2	27	9.5
7	-	-	2	4	2	2	-	-	1	-	-	3	18.0
8	2	-	7	6	-	-	3	2	-	-	-	9	10.5
9 & 10	1	1	2	5	-	-	-	3	-	2	-	-	13.5
11 & 12	-	-	3	2	-	2	1	4	1	-	-	2	33.0
13	1	-	6	2	3	2	-	1	1	1	-	-	18.0
Total	14	3	61	35	15	13	11	18	6	8	5	57	14.1
1985	14	9	71	39	27	16	13	27	6	4	6	60	12.8

SHIFT STATISTICS

REGION	NO. OF SHIFTS OPERATED					LENGTH OF HOURS AVERAGE SHIFT														ROTATE SHIFTS			PAY PREMIUMS		
	1	2	3	4	N.A.	6.0	6.2	7.0	7.5	7.75	8.0	8.25	8.5	9.0	9.5	10.0	10.5	12.0	N.A.	Yes	No	N.A.	Yes	No	N.A.
1	3	-	8	-	-	-	-	-	1	-	9	-	-	1	-	1	-	-	-	1	10	-	8	1	2
2 & 3	10	2	17	4	1	-	-	-	-	-	27	-	-	-	-	1	1	4	1	5	27	2	25	5	4
4	4	6	11	1	1	-	-	-	-	-	19	-	-	-	-	-	-	3	1	-	23	-	18	4	1
5 & 6	6	15	66	1	1	1	-	1	7	-	74	2	3	-	-	5	-	4	1	6	82	1	72	16	1
7	-	2	11	-	1	-	-	-	-	1	10	-	1	-	-	1	-	-	1	2	11	1	10	3	1
8	-	7	22	-	-	-	1	-	-	-	27	-	-	-	-	2	-	-	-	3	26	-	28	1	-
9 & 10	6	1	5	1	1	-	-		-	-	10	-	-	-	1	4	-	1	1	2	11	1	9	4	1
11 & 12	2	3	9	-	1	-	-	1	1	-	12	-	2	-	-	1	1	1	-	4	10	1	15	-	-
13	3	3	11	-	-	-	-	2	3	-	14	-	1	1	-	3	-	-	-	1	16	-	12	5	-
Total	34	39	160	7	6	1	1	4	12	1	202	2	7	2	1	18	2	13	5	24	216	6	197	39	10
1985	25	49	202	6	8	-	1	2	12	1	247	-	9	5	1	17	-	22	3	29	256	7	250	35	7

CHRISTMAS BONUS PRACTICES - SALARIED EMPLOYEES

REGION	PAY CHRISTMAS BONUS			BASIS ON WHICH BONUS IS PAID																		
	Yes	No	N.A.	Length of Service	1 Weeks Earnings	1-2 Weeks Earnings	2 Weeks Earnings	Attendance	Position in Firm	Employees Earnings	Company/Plant Profits	Fixed Amounts	Gift	Employees Performance	Productivity	Percentage of Sales	Company Formula	Control of Labor Costs	Executive or Management Judgement	Merit	Economic Conditions	N.A.
1	2	9	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
2 & 3	13	16	5	-	1	-	1	-	1	1	2	1	-	1	1	-	-	-	3	1	-	-
4	6	14	3	1	-	-	-	-	1	1	2	1	-	-	-	-	1	1	-	1	1	-
5 & 6	25	59	5	3	-	-	-	-	1	2	4	9	-	3	-	-	-	-	6	2	-	2
7	6	7	1	2	-	-	-	1	-	1	-	1	-	-	-	-	-	-	2	1	-	-
8	12	17	-	2	-	1	-	-	-	4	2	2	1	2	-	-	-	-	1	1	-	-
9 & 10	6	6	2	2	-	-	-	-	-	2	1	-	-	1	-	-	-	-	1	-	-	-
11 & 12	5	7	3	1	-	-	-	-	-	1	-	-	1	-	-	-	-	-	2	-	-	-
13	9	7	1	3	-	-	-	-	1	3	4	-	-	-	1	1	-	-	-	-	-	2
Total	84	142	20	16	1	1	1	1	4	17	15	14	2	7	2	1	1	1	15	6	1	4
1985	89	180	23	21	2	-	1	-	2	17	25	14	2	9	-	-	-	-	7	7	-	8

PROFIT SHARING AND OTHER INCENTIVE PLANS - SALARIED EMPLOYEES

REGION	PROFIT SHARING+ OTHER INCENTIVE PLANS			TYPES OF PLANS					
	Yes	No	N.A.	Profit Sharing Plan	Deferred Profit Sharing Plan	Employee Stock Ownership Plan	Discretionary Bonus	Employee Savings Plan	N.A.
1	5	6	-	-	2	-	-	1	3
2 & 3	13	16	5	3	6	-	3	1	-
4	11	10	2	3	3	1	5	-	1
5 & 6	36	47	6	10	10	3	17	-	3
7	6	6	2	3	3	-	-	-	-
8	15	13	1	6	8	-	2	-	-
9 & 10	7	5	2	4	2	2	1	-	-
11 & 12	6	6	3	3	2	-	1	-	1
13	5	9	3	1	2	-	2	-	-
Total	104	118	24	33	38	6	31	2	8
1985	132	134	26	60	31	5	25	1	12

OVERTIME PAY PROVISIONS - SALARIED EMPLOYEES

| REGION | PAY OVERTIME | | | BASIS FOR OVERTIME PAY FOR SHIFT SUPERVISORS | | |

COMPARISON OF MEDIAN HOURLY WAGES OF HOURLY EMPLOYEES: 1986-1985

JOB CLASSIFICATION	1986 (Dollars)	1985 (Dollars)	PERCENT CHANGE	JOB CLASSIFICATION	1986 (Dollars)	1985 (Dollars)	PERCENT CHANGE
MOLDING JOBS (1—10)							
1. Foreman (Comp. Working)	9.21	9.15	0.7	30. Painter & Sprayer	7.38	7.14	3.4
2. Foreman (Inj. Working)	8.60	8.95	(3.9)	31. Buffing Operator	5.58	7.05	(20.9)
3. Foreman (Blow Mold Working)	10.18	8.75	16.3	32. Tumbling Operator	6.20	6.63	(4.7)
4. Set-Up Man—Troubleshooter	8.56	8.40	1.9	33. Set-Up Man—Troubleshoter	8.71	8.21	6.1
5. Compression Transfer Molder	7.69	6.52	17.9	**FABRICATION JOBS (34—36)**			
6. Compression Preform Molder	8.22	6.55	25.5	34. Machine Operator	8.00	7.03	13.8
7. Injection Molding Operator	5.90	5.86	0.7	35. Assembler	5.89	5.86	0.5
8. Blow Molding Operator	7.56	7.70	(1.8)	36. Material Handler	7.35	6.74	9.1
9. Material Man	7.27	6.90	5.4	**INSPECTION JOBS (37—38)**			
10. Floor Man	6.80	6.17	10.2	37. Chief Inspector (Working)	8.27	8.23	0.5
EXTRUSION JOBS (11—14)				38. Inspector	7.35	7.14	2.9
11. Foreman (Working)	9.79	10.05	(2.6)	**SHIPPING & RECEIVING JOBS (39—43)**			
12. Set-Up Man—Troubleshooter	9.17	8.73	5.0	39. Foreman (Working)	8.61	8.46	1.4
13. Extrusion Operator	8.27	8.23	0.5	40. Shipper—Material Handler	7.62	7.49	1.7
14. Material Man	7.03	6.95	1.2	41. Packer	6.47	6.95	(6.9)
REINFORCED PLASTICS JOBS (15—21)				42. Truck Operator	7.90	7.54	4.8
15. Foreman (Working)	8.60	8.58	0.2	43. Clerk	8.28	7.39	12.0
16. Set-Up Man—Troubleshooter	8.02	7.97	0.6	**MAINTENANCE JOBS (44—47)**			
17. Reinforced Plastics Operator	7.49	7.06	6.1	44. Foreman (Working)	10.49	10.49	—
18. Reinforced Plastics Preform Operator	7.85	8.90	(11.8)	45. Mechanic	9.56	8.99	6.3
19. Reinforced Plastics Fabricator	6.40	6.88	(7.0)	46. Electrician	10.39	9.95	4.4
20. Reinforced Plastics Pultruder Operator	5.90	6.07	(2.8)	47. Helper—Trainee	7.80	6.98	11.7
21. Reinforced Plastics Filament Winder Operator	8.04	8.29	(3.0)	**TOOL ROOM JOBS (48—54)**			
THERMOFORMING JOBS (22—24)				48. Foreman (Working)	OVER 13.00	OVER 13.00	—
22. Foreman (Working)	10.13	9.85	2.8	49. Mold/Die Designer	10.59	9.89	7.1
23. Set-Up Man—Troubleshooter	8.89	8.33	6.7	50. Mold Maker/Lead Man	OVER 13.00	12.65	2.8
24. Thermoforming Press Operator	7.10	6.93	2.4	51. Mold Maker	12.49	11.48	8.8
EPS FOAM JOBS (25—27)				52. Mold Repair Man	9.93	9.99	(0.6)
25. Foam Shop Operator	5.66	6.59	(14.1)	53. Machinist	10.42	10.32	1.0
26. Mold Operator	6.45	6.44	0.2	54. Apprentice	7.38	7.54	(2.1)
27. Material Man	5.38	5.38	—	**MISCELLANEOUS JOBS (55-56)**			
FINISHING JOBS (28—33)				55. General Hand Labor Trainee	6.89	7.14	(3.5)
28. Foreman (Working)	7.94	7.49	6.0	56. Porter, Janitor, etc.	6.58	6.49	1.4
29. Finisher General	6.95	6.40	8.6	TOTAL	7.24	7.13	1.5

COMPARISON OF MEDIAN MONTHLY SALARIES OF SALARIED EMPLOYEES: 1986 - 1985

JOB CLASSIFICATION	1986 (Dollars)	1985 (Dollars)	PERCENT CHANGE
1. COMPRESSION	1,915	1,764	8.6
2. INJECTION	2,057	1,945	5.8
3. BLOW MOLDING	2,683	2,250	19.2
4. EXTRUSION	2,259	2,219	1.8
5. REINFORCED	2,025	2,160	(6.3)
6. THERMOFORMING	2,213	2,192	1.0
7. EPS FOAM	1,900	1,933	(1.7)
8. FINISHING	1,928	1,893	1.8
9. FABRICATION	2,338	1,967	18.9
10. INSPECTION	2,086	2,021	3.2
11. SHIPPING & RECEIVING	2,082	1,988	4.7
12. MAINTENANCE	2,364	2,268	4.2
13. TOOL ROOM	2,488	2,475	0.5
TOTAL	2,142	2,056	4.2

LABOR SURVEY - SEPTEMBER 1986

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
MOLDING JOBS (1-10)										
1. Foreman (Comp. Working)	-	73	11	189	63	11	11	-	62	4020
First Quartile	-	-	-	7.86	-	-	-	-	-	8.50
Median	-	9.75	8.75	9.15	11.75	UNDER 5.00	8.25	-	8.87	9.21
Third Quartile	-	-	-	9.71	-	-	-	-	-	10.22
1985 Median	-	9.25	7.12	9.75	10.25	7.37	7.67	6.58	10.25	9.15
2. Foreman (Inj. Working)		83	32	744	258	416	-	276	116	18935
First Quartile	-	-	-	5.27	8.94	7.97	-	8.75	8.49	6.91
Median	-	OVER 13.00	8.25	6.44	10.25	8.75	-	10.25	10.75	8.60
Third Quartile	-	-	-	8.39	11.42	9.83	-	11.75	OVER 13.00	10.36
1985 Median	9.85	10.00	6.99	8.13	10.25	9.71	6.24	10.25	10.49	8.95
3. Foreman (Blow Molding Working)	-	41	-	103	-	-	-	31	-	175
First Quartile	-	-	-	9.46	-	-	-	-	-	9.42
Median	-	9.00	-	10.21	-	-	-	10.25	-	10.18
Third Quartile	-	-	-	10.44	-	-	-	-	-	10.39
1985 Median	-	7.41	-	9.50	11.75	7.87	7.12	10.25	12.25	8.75
4. Set Up Man—Troubleshooter	203	5811	348	25742	469	8510	-	237	73	53093
First Quartile	6.63	8.00	6.34	7.84	6.84	7.58	-	7.31	-	7.26
Median	7.37	8.33	6.50	9.02	8.39	8.77	-	7.63	7.37	8.56
Third Quartile	8.50	8.71	8.29	9.44	9.13	9.72	-	10.25	-	9.37
1985 Median	7.50	7.58	7.05	8.45	8.42	8.49	6.87	7.82	9.75	8.40
5. Compression Transfer Molding Opertor	41	964	-	68922	683	353	11	-	173	91037
First Quartile	-	6.91	-	5.84	UNDER 5.00	UNDER 5.00	-	-	6.20	5.81
Median	6.37	8.48	-	7.74	5.88	UNDER 5.00	7.13	-	6.70	7.69
Third Quartile	-	10.26	-	8.53	7.27	7.33	-	-	7.61	8.51
1985 Median	5.95	8.41	-	7.11	5.96	UNDER 5.00	6.02	12.25	5.87	6.52
6. Compression Preform Molder	151	254	201	10411	143	751	-	-	-	25321
First Quartile	5.99	6.29	UNDER 5.00	5.98	6.29	8.12	-	-	-	6.43
Median	6.30	9.00	UNDER 5.00	8.98	6.36	8.25	-	-	-	8.22
Third Quartile	6.42	9.31	5.00	9.80	6.46	8.37	-	-	-	8.60
1985 Median	6.75	7.13	-	6.59	6.87	UNDER 5.00	6.50	-	-	6.55
7. Injection Molding Operator	1306	14212	3049	154538	2257	70912	171	1808	909	334102
First Quartile	5.04	5.07	UNDER 5.00	5.53	5.11	UNDER 5.00	UNDER 5.00	5.00	5.09	UNDER 5.00
Median	5.59	5.95	UNDER 5.00	6.67	5.89	5.51	UNDER 5.00	6.00	5.40	5.90
Third Quartile	6.23	7.05	5.62	8.05	6.29	6.19	6.06	7.30	6.82	6.96
1985 Median	5.47	5.78	UNDER 5.00	6.43	5.84	6.04	5.37	5.98	5.20	5.86

KEY: 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

SPI

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HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. *Blow Molding Operator*	-	503	-	1566	-	31	-	143	102	23315
First Quartile	-	8.05	-	UNDER 5.00	-	-	-	5.88	5.09	UNDER 5.00
Median	-	8.23	-	5.59	-	8.25	-	6.87	5.17	7.56
Third Quartile	-	8.42	-	9.29	-	-	-	7.68	9.56	9.06
1985 Median	-	8.29	7.62	5.74	-	7.62	UNDER 5.00	8.33	6.87	7.70
9. *Material Man*	21	718	237	8427	228	317	11	196	43	25768
First Quartile	-	6.93	UNDER 5.00	5.42	6.42	5.21	-	5.39	-	5.46
Median	5.87	7.39	5.49	6.00	7.50	8.58	9.25	6.67	11.25	7.27
Third Quartile	-	8.39	7.24	7.50	8.56	9.37	-	7.49	-	8.21
1985 Median	5.87	7.75	5.88	7.11	6.97	6.93	6.75	7.12	5.84	6.90
10. *Floor Man*	62	92	154	13719	486	767	31	226	202	33649
First Quartile		-	5.00	6.46	5.91	6.04	-	5.20	UNDER 5.00	5.73
Median	6.00	5.12	5.81	7.25	6.29	6.74	7.87	5.50	UNDER 5.00	6.80
Third Quartile	-	-	6.87	8.61	7.13	7.32	-	7.13	5.18	7.42
1985 Median	6.81	7.26	5.29	7.08	5.98	5.42	UNDER 5.00	5.58	5.12	6.17
EXTRUSION JOBS (11-14)										
11. *Foreman (Working)*	21	145	41	249	32	-	31	41	31	5721
First Quartile	-	9.46	-	8.91	-	-	-	-	-	9.13
Median	9.25	10.00	9.00	9.46	9.42	-	11.25	10.00	10.25	9.79
Third Quartile	-	11.78	-	10.38	-	-	-	-	-	10.48
1985 Median	10.00	9.75	8.49	OVER 13.00	8.75	11.15	8.50	10.10	9.92	10.05
12. *Set Up Man—Troubleshooter*	-	246	-	7611	31	152	62	-	51	12923
First Quartile	-	8.79	-	8.16	-	7.92	-	-	-	8.13
Median	-	9.21	-	9.16	7.96	12.61	10.50	-	5.12	9.17
Third Quartile	-	9.84	-	9.50	-	12.83	-	-	-	10.01
1985 Median	7.12	8.36	8.68	9.72	-	10.06	6.37	-	9.37	8.73
13. *Extrusion Operator*	162	12210	402	28119	232	1056	453	171	173	66648
First Quartile	6.89	7.10	7.45	6.74	5.37	8.07	8.22	6.18	6.62	6.92
Median	8.67	7.66	8.08	8.29	6.63	8.72	8.87	7.12	9.55	8.27
Third Quartile	9.67	8.38	8.29	8.99	7.63	9.62	9.92	8.37	9.97	8.98
1985 Median	6.97	8.09	7.67	8.97	5.37	8.70	7.24	7.50	6.74	8.23
14. *Material Man*	51	165	122	9612	41	275	293	82	21	19932
First Quartile	-	5.93	6.20	6.13	-	7.05	6.21	-	-	6.23
Median	8.25	6.10	6.94	6.90	9.00	7.18	7.55	7.35	8.25	7.03
Third Quartile	-	6.44	7.14	7.61	-	8.67	8.41	-	-	7.72
1985 Median	7.58	6.01	6.75	7.23	-	7.21	7.60	6.62	7.69	6.95

KEY: 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
REINFORCED PLASTICS JOBS (15-21)										
15. Foreman (Working)	11	92	123	213	-	-	11	62	11	5113
First Quartile	-	-	6.91	8.46	-	-	-	-	-	7.47
Median	10.75	7.37	7.62	8.69	-	-	12.50	9.25	10.75	8.60
Third Quartile	-	-	9.12	8.90	-	-	-	-	-	9.00
1985 Median	-	7.67	7.16	8.27	-	-	8.85	10.37	10.42	8.58
16. Set Up Man—Troubleshooter	-	33	134	243	-	-	-	31	11	4412
First Quartile	-	-	5.46	8.01	-	-	-	-	-	6.91
Median	-	9.25	6.87	8.27	-	-	-	5.63	7.75	8.02
Third Quartile	-	-	7.69	9.13	-	-	-	-	-	8.45
1985 Median	-	-	7.37	7.99	-	-	-	UNDER 5.00	8.75	7.97
17. Reinforced Plastics Operator	21	-	363	2027	21	312	211	21	103	30619
First Quartile	-	-	UNDER 5.00	7.47	-	UNDER 5.00	5.37	-	UNDER 5.00	6.15
Median	8.75	-	5.49	8.64	9.00	UNDER 5.00	6.63	6.50	6.87	7.49
Third Quartile	-	-	5.73	8.95	-	5.15	8.12	-	8.87	8.76
1985 Median	-	5.06	5.87	7.24	-	UNDER 5.00	6.33	7.50	8.25	7.06
18. Reinforced Plastics Preform Oper.	-	-	-	526	-	-	-	-	171	697
First Quartile	-	-	-	7.66	-	-	-	-	UNDER 5.00	6.28
Median	-	-	-	9.13	-	-	-	-	UNDER 5.00	7.85
Third Quartile	-	-	-	10.66	-	-	-	-	5.81	10.54
1985 Median	-	8.75	-	10.54	-	-	-	-	5.19	8.90
19. Reinforced Plastics Fabricator	11	834	101	31	-	61	423	232	21	17014
First Quartile	-	UNDER 5.00	5.79	-	-	-	5.93	6.20	-	5.82
Median	6.63	6.62	5.93	9.25	-	5.87	6.30	7.43	7.25	6.40
Third Quartile	-	7.17	6.66	-	-	-	6.43	9.75	-	7.17
1985 Median	-	6.74	5.12	7.42	-	-	5.37	7.87	5.00	6.88
20. Reinforced Plastics Pultruder Oper.	-	572	1013	321	131	31	-	171	-	2239
First Quartile	-	UNDER 5.00	5.19	8.79	7.35	-	-	6.56	-	5.03
Median	-	UNDER 5.00	5.76	9.07	7.44	5.37	-	7.17	-	5.90
Third Quartile	-	UNDER 5.00	6.48	9.30	8.19	-	-	7.87	-	7.38
1985 Median	8.25	9.75	5.23	9.04	7.22	5.62	-	6.62	8.75	6.07
21. Reinforced Plastics Filament Winder	-	42	21	-	-	41	-	131	31	266
First Quartile	-	-	-	-	-	-	-	7.31	-	6.86
Median	-	8.50	5.62	-	-	6.87	-	8.25	7.62	8.04
Third Quartile	-	-	-	-	-	-	-	9.75	-	8.81
1985 Median	7.12	8.25	-	-	-	-	7.99	8.25	8.83	8.29

KEY: 2_1 means 2 employees in 1 company
17_3 means 17 employees in 3 companies

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
THERMOFORMING JOBS (22-24)										
22. Foreman (Working)	-	11	31	154	-	22	11	11	21	2511
First Quartile	-	-	-	8.25	-	-	-	-	-	8.44
Median	-	OVER 13.00	9.92	9.25	-	10.75	7.13	OVER 13.00	11.25	10.13
Third Quartile	-	-	-	10.63	-	-	-	-	-	10.79
1985 Median	-	8.25	6.72	9.75	-	-	7.62	11.75	10.83	9.85
23. Set Up Man—Troubleshooter	22	102	93	9810	31	73	-	11	-	13022
First Quartile	-	8.60	-	7.20	-	-	-	-	-	7.28
Median	9.25	8.75	7.37	8.96	10.08	10.25	-	OVER 13.00	-	8.89
Third Quartile	-	8.90	-	10.14	-	-	-	-	-	10.12
1985 Median	7.25	8.17	6.88	8.30	-	9.99	-	-	7.16	8.33
24. Thermoforming Press Operator	-	432	513	19311	332	403	132	112	203	40428
First Quartile	-	8.15	UNDER 5.00	UNDER 5.00	7.12	6.22	UNDER 5.00	6.13	5.35	5.13
Median	-	8.36	6.37	6.50	7.46	6.94	5.63	6.87	9.60	7.10
Third Quartile	-	8.64	7.99	9.04	8.12	7.54	6.19	9.75	9.82	8.55
1985 Median	-	7.81	UNDER 5.00	7.02	7.62	6.74	5.68	6.25	7.62	6.93
EPS FOAM JOBS (25-27)										
25. Foam Shop Operator	-	-	172	61	-	152	275	-	21	6711
First Quartile	-	-	5.54	-	-	5.49	UNDER 5.00	-	-	5.24
Median	-	-	5.87	5.38	-	6.74	5.33	-	7.62	5.66
Third Quartile	-	-	6.16	-	-	7.33	6.37	-	-	6.56
1985 Median	-	-	5.14	7.53	-	6.66	UNDER 5.00	8.94	5.12	6.59
26. Mold Operator	-	-	84	63	-	352	95	21	42	6417
First Quartile	-	-	-	-	-	5.24	-	-	-	5.17
Median	-	-	5.75	5.00	-	6.15	6.87	7.63	7.84	6.45
Third Quartile	-	-	-	-	-	8.75	-	-	-	8.25
1985 Median	-	7.03	5.68	5.50	-	6.85	6.67	8.99	6.62	6.44
27. Material Man	-	-	172	83	-	-	63	81	-	399
First Quartile	-	-	UNDER 5.00	-	-	-	-	-	-	UNDER 5.00
Median	-	-	UNDER 5.00	5.13	-	-	5.75	6.13	-	5.38
Third Quartile	-	-	5.18	-	-	-	-	-	-	5.97
1985 Median	-	-	-	5.88	-	-	5.12	-	-	5.38

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JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FINISHING JOBS (28-33)										
28. Foreman (Working)	43	33	102	2813	144	11	32	63	22	7133
First Quartile	-	-	7.46	6.36	7.34	-	-	-	-	6.74
Median	7.25	10.25	8.62	7.56	8.38	11.75	9.75	7.50	7.12	7.94
Third Quartile	-	-	8.85	8.72	9.31	-	-	-	-	8.93
1985 Median	7.19	7.75	8.00	7.41	7.87	7.00	6.37	7.62	9.75	7.49
29. Finisher—General	1494	2049	813	151038	183	1359	164	706	173	220079
First Quartile	UNDER 5.00	6.04	5.33	6.58	UNDER 5.00	5.29	UNDER 5.00	5.47	6.12	5.77
Median	5.79	7.05	6.34	7.22	5.47	6.28	5.50	6.07	6.70	6.95
Third Quartile	6.13	7.29	6.71	7.89	6.03	6.49	5.87	6.25	8.25	7.82
1985 Median	5.22	6.50	7.09	6.60	5.68	6.65	5.83	6.19	5.33	6.40
30. Painter & Sprayer	111	173	463	19615	201	122	-	81	32	31328
First Quartile	5.90	6.62	5.31	7.13	7.25	7.91	-	-	-	6.49
Median	6.13	8.17	6.80	7.44	7.81	10.09	-	6.50	UNDER 5.00	7.38
Third Quartile	7.40	8.35	7.12	8.40	8.60	10.58	-	-	-	8.20
1985 Median	6.69	7.91	7.12	7.13	7.43	5.62	-	6.87	7.37	7.14
31. Buffing Operator	-	-	263	11	72	383	-	-	292	10111
First Quartile	-	-	5.14	-	-	UNDER 5.00	-	-	UNDER 5.00	UNDER 5.00
Median	-	-	6.93	7.38	7.12	5.66	-	-	UNDER 5.00	5.58
Third Quartile	-	-	7.13	-	-	6.34	-	-	UNDER 5.00	6.45
1985 Median	-	6.99	7.12	7.08	6.87	UNDER 5.00	-	-	5.12	7.05
32. Tumbling Operator	73	22	-	125	123	71	-	-	-	4014
First Quartile	-	-	-	8.02	5.75	-	-	-	-	5.38
Median	5.99	6.37	-	8.29	6.17	UNDER 5.00	-	-	-	6.20
Third Quartile	-	-	-	9.25	7.50	-	-	-	-	8.07
1985 Median	5.75	6.62	-	8.25	6.37	5.12	-	-	-	6.63
33. Set Up Man—Troubleshooter	11	53	62	5311	21	144	-	-	-	8122
First Quartile	-	-	-	8.43	-	7.69	-	-	-	8.02
Median	7.87	9.17	7.25	8.80	6.00	8.87	-	-	-	8.71
Third Quartile	-	-	-	9.17	-	9.62	-	-	-	9.20
1985 Median	6.49	8.25	7.20	8.37	5.75	8.75	5.87	8.50	7.87	8.21

KEY: 21 means 2 employees in 1 company
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HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FABRICATION JOBS (34-36)										
34. Machine Operator	-	508	163	10112	62	384	-	444	83	26336
First Quartile		UNDER 5.00	7.07	8.03	-	7.21	-	6.75	-	7.06
Median	-	7.62	7.20	8.28	7.18	7.40	-	7.80	6.37	8.00
Third Quartile	-	8.38	8.59	8.39	-	8.10	-	10.25	-	8.37
1985 Median	UNDER 5.00	7.87	6.83	7.60	6.87	6.87	5.75	6.24	UNDER 5.00	7.03
35. Assembler	352	974	711	12215	563	411	243	124	101	46834
First Quartile	5.02	UNDER 5.00	7.06	5.41	5.25	UNDER 5.00	UNDER 5.00	5.37	UNDER 5.00	UNDER 5.00
Median	5.14	UNDER 5.00	7.13	6.87	5.95	UNDER 5.00	UNDER 5.00	5.87	UNDER 5.00	5.89
Third Quartile	5.35	5.30	7.19	8.67	6.94	6.31	5.37	6.25	UNDER 5.00	7.08
1985 Median	5.71	UNDER 5.00	5.44	7.27	6.55	UNDER 5.00	UNDER 5.00	5.50	-	5.86
36. Material Handler	-	-	21	157	22	32	32	11	-	2615
First Quartile	-	-	-	7.34	-	-	-	-	-	6.80
Median	-	-	5.87	7.47	6.75	7.50	UNDER 5.00	6.87	-	7.35
Third Quartile	-	-	-	8.99	-	-	-	-	-	8.13
1985 Median	6.37	7.38	-	8.10	6.37	6.12	5.37	6.87	-	6.74
INSPECTION JOBS (37-38)										
37. Chief Inspector (Working)	11	117	86	4216	74	22	33	22	87	8448
First Quartile	-	7.87	-	7.11	-	-	-	-	-	7.16
Median	9.25	9.25	6.70	7.92	8.83	9.25	9.25	8.50	8.37	8.27
Third Quartile	-	11.25	-	9.03	-	-	-	-	-	9.22
1985 Median	7.12	8.49	6.87	8.25	7.93	9.75	10.50	8.75	9.75	8.23
38. Inspector	266	5813	6413	36854	979	8015	84	507	155	766126
First Quartile	5.78	5.39	6.90	6.70	5.80	5.50	-	5.95	7.87	6.00
Median	6.25	7.59	7.25	7.98	6.14	6.91	7.50	6.22	8.75	7.35
Third Quartile	6.91	8.20	7.82	8.69	7.39	7.69	-	6.91	11.50	8.35
1985 Median	6.59	8.33	5.95	7.48	5.93	7.03	5.64	8.00	7.54	7.14
SHIPPING & RECEIVING JOBS (39-43)				-						
39. Foreman (Working)	11	66	126	2722	77	43	53	244	66	9258
First Quartile	-	-	7.56	7.99	-	-	-	6.39	-	7.49
Median	9.25	9.50	7.91	8.83	9.25	9.25	8.75	7.37	9.00	8.61
Third Quartile	-	-	8.43	9.70	-	-	-	7.98	-	9.45
1985 Median	7.37	8.50	7.49	8.16	8.50	9.25	5.62	10.33	9.25	8.46

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JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
40. Shipper--Material Handler	216	7918	4210	24455	359	7621	85	636	6[illegible]	574135
First Quartile	5.96	6.88	5.42	7.24	6.13	5.00	-	6.49	-	6.54
Median	6.87	7.93	6.87	8.17	7.08	6.75	7.37	7.32	6.75	7.62
Third Quartile	7.87	8.50	7.38	8.59	8.49	7.92	-	7.90	-	8.38
1985 Median	6.37	7.53	6.25	8.15	7.17	7.03	6.50	7.49	6.60	7.49
41. Packer	42	15110	1097	27828	-	52	155	2652	93	83659
First Quartile	-	7.75	5.37	7.04	-	-	UNDER 5.00	5.16	-	5.77
Median	7.50	7.84	5.70	7.32	-	6.93	5.92	5.88	6.37	6.47
Third Quartile	-	7.92	6.42	8.19	-	-	6.15	6.19	-	7.80
1985 Median	7.12	7.32	5.88	7.80	7.38	5.74	5.87	6.58	8.67	6.95
42. Truck Operator	43	155	137	6126	53	3011	169	185	178	17977
First Quartile	-	8.19	6.62	6.85	-	5.48	6.06	8.67	8.38	6.58
Median	7.00	8.44	6.99	7.75	11.75	6.56	6.37	10.00	9.14	7.90
Third Quartile	-	8.80	7.71	9.24	-	8.62	7.12	11.66	9.46	9.25
1985 Median	6.75	9.25	6.33	7.56	11.75	7.81	7.07	8.75	7.74	7.54
43. Clerk	41	96	117	6025	53	116	32	84	54	11658
First Quartile	-	-	5.24	7.69	-	6.37	-	-	-	6.96
Median	7.13	8.17	5.67	8.63	7.63	7.49	8.87	8.75	7.49	8.28
Third Quartile	-	-	6.62	8.90	-	8.99	-	-	-	8.84
1985 Median	6.72	7.80	6.75	7.44	7.12	7.83	8.25	8.00	9.10	7.39
MAINTENANCE JOBS (44-47)										
44. Foreman (Working)	-	44	86	2618	55	86	32	309	64	9054
First Quartile	-	-	-	8.13	-	-	-	9.59	-	9.23
Median	-	11.50	9.41	9.25	12.49	12.50	9.75	10.45	12.75	10.49
Third Quartile	-	-	-	10.42	-	-	-	11.31	-	12.04
1985 Median	9.25	10.12	8.88	9.25	11.99	10.75	8.75	11.50	OVER 13.00	10.49
45. Mechanic	126	6719	3510	28456	349	8121	237	1038	259	664145
First Quartile	8.67	8.75	7.05	8.46	8.47	8.69	7.13	8.33	10.38	8.34
Median	9.09	9.38	8.05	9.72	9.75	9.73	9.37	9.25	11.49	9.56
Third Quartile	9.50	10.25	8.49	10.77	11.71	10.95	11.17	10.18	11.86	10.61
1985 Median	8.42	8.98	8.15	8.98	10.00	9.49	8.75	9.20	10.06	8.99
46. Electrician	53	179	85	9832	62	127	53	64	53	16268
First Quartile	-	9.75	-	10.04	-	9.50	-	-	-	9.88
Median	9.67	10.25	9.50	10.39	12.00	10.37	10.87	11.50	12.33	10.39
Third Quartile	-	10.75	-	11.26	-	12.25	-	-	-	11.31
1985 Median	9.75	9.93	9.25	9.69	11.25	10.64	11.17	7.92	12.67	9.95

KEY: 2₁ means 2 employees in 1 company
173 means 17 employees in 3 companies

SRI LABOR SURVEY - SEPTEMBER 1986

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
47. *Helper—Trainee*	11	105	54	4320	44	136	21	32	43	8546
First Quartile	-	5.84	-	6.24	-	7.12	-	-	-	5.96
Median	7.87	6.00	5.63	8.67	6.37	8.67	7.77	7.87	6.50	7.80
Third Quartile	-	11.75	-	9.26	-	9.19	-	-	-	9.15
1985 Median	6.00	6.12	6.75	7.49	5.87	9.18	UNDER 5.00	7.50	6.00	6.98
TOOL ROOM JOBS (48-54)										
48. *Foreman (Working)*	11	53	32	1010	55	44	11	32	86	4034
First Quartile	-	-	-	11.19	-	-	-	-	-	11.38
Median	OVER 13.00	OVER 13.00	8.75	OVER 13.00	OVER 13.00	OVER 13.00	9.25	OVER 13.00	OVER 13.00	OVER 13.00
Third Quartile	-	-	-	OVER 13.00	-	-	-	-	-	OVER 13.00
1985 Median	12.00	11.75	OVER 13.00	12.75	OVER 13.00	OVER 13.00	OVER 13.00	11.50	OVER 13.00	OVER 13.00
49. *Mold/Die Designer*	21	11	11	205	63	62	-	53	11	4217
First Quartile	-	-	-	8.13	-	-	-	-	-	8.38
Median	OVER 13.00	11.25	8.75	9.88	7.50	12.75	-	OVER 13.00	OVER 13.00	10.59
Third Quartile	-	-	-	10.84	-	-	-	-	-	OVER 13.00
1985 Median	-	OVER 13.00	9.17	9.75	9.50	12.00	-	OVER 13.00	-	9.89
50. *Mold Maker/Lead Man*	72	54	33	148	95	96	21	61	21	5731
First Quartile	-	-	-	10.59	-	-	-	-	-	11.25
Median	OVER 13.00	11.49	10.75	12.75	OVER 13.00	12.99	11.25	OVER 13.00	OVER 13.00	OVER 13.00
Third Quartile	-	-	-	OVER 13.00	-	-	-	-	-	OVER 13.00
1985 Median	OVER 13.00	OVER 13.00	10.25	10.75	13.00	OVER 13.00	10.25	OVER 13.00	12.00	12.65
51. *Mold Maker*	214	225	283	7112	277	4510	31	103	63	23348
First Quartile	10.17	9.59	9.41	11.02	11.87	11.64	-	OVER 13.00	-	10.78
Median	11.25	11.00	OVER 13.00	11.37	OVER 13.00	OVER 13.00	8.75	OVER 13.00	12.75	12.49
Third Quartile	12.93	OVER 13.00	OVER 13.00	11.67	OVER 13.00	OVER 13.00	-	OVER 13.00	-	OVER 13.00
1985 Median	11.62	11.35	8.88	10.95	OVER 13.00	11.49	10.00	OVER 13.00	OVER 13.00	11.48
52. *Mold Repair Man*	31	95	42	8324	54	114	11	32	51	12444
First Quartile	-	-	-	9.50	-	7.37	-	-	-	9.13
Median	11.25	8.49	7.00	9.88	OVER 13.00	12.10	7.13	9.25	OVER 13.00	9.93
Third Quartile	-	-	-	11.12	-	12.30	-	-	-	11.64
1985 Median	9.37	10.33	8.25	9.74	10.75	10.41	6.37	9.50	12.17	9.99
53. *Machinist*	194	189	125	8627	123	207	64	175	214	21168
First Quartile	8.75	9.38	7.31	8.13	10.71	9.00	-	11.25	11.91	9.11
Median	9.49	10.00	8.75	10.59	11.50	9.91	6.50	OVER 13.00	12.99	10.42
Third Quartile	10.20	10.43	10.37	11.36	12.96	10.75	-	OVER 13.00	OVER 13.00	11.67
1985 Median	9.25	11.14	7.87	10.13	11.25	11.40	9.99	12.99	12.25	10.32

KEY: 2*1* means 2 employees in 1 company
17*3* means 17 employees in 3 companies

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
54. *Apprentice*	33	53	44	2411	94	96	62	61	22	6836
First Quartile	-	-	-	6.81	-	-	-	-	-	5.79
Median	6.37	7.12	5.62	8.42	8.49	5.87	5.37	9.00	9.00	7.38
Third Quartile	-	-	-	9.59	-	-	-	-	-	9.02
1985 Median	6.18	6.49	7.87	7.63	7.87	8.67	UNDER 5.00	7.69	6.75	7.54
MISCELLANEOUS JOBS (55-56)										
55. *General Hand Labor Trainee*	51	908	403	16416	21	498	525	223	404	46449
First Quartile	-	6.09	5.83	6.94	-	UNDER 5.00	UNDER 5.00	5.22	6.79	5.84
Median	7.63	8.30	6.77	7.23	6.25	5.74	5.87	5.84	6.87	6.89
Third Quartile	-	9.66	6.89	8.30	-	6.65	6.37	6.20	6.94	8.04
1985 Median	6.67	8.29	7.11	7.01	-	6.62	UNDER 5.00	7.50	8.11	7.14
56. *Porter—Janitor, etc.*	86	1913	107	11446	227	2510	22	124	179	229104
First Quartile	-	5.00	UNDER 5.00	6.09	6.06	UNDER 5.00	-	6.75	UNDER 5.00	5.31
Median	5.37	6.37	5.00	7.24	6.25	5.42	5.25	7.45	5.87	6.58
Third Quartile	-	7.87	6.06	7.94	7.41	6.68	-	7.87	7.37	7.84
1985 Median	5.74	6.25	5.49	7.24	6.23	5.91	5.62	6.92	5.93	6.49

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SPI LABOR SURVEY - SEPTEMBER 1986

SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
1. *Compression*	53	165	-	7423	41	123	-	11	54	11740
First Quartile	-	1750	-	1579	-	UNDER 1400	-	-	-	1572
Median	1750	1931	-	1963	1900	1575	-	2750	3050	1915
Third Quartile	-	1984	-	2170	-	1788	-	-	--	2178
1985 Median	UNDER 1400	1750	-	1783	1875	1400	1865	2650	-	1764
2. *Injection*	336	249	2810	14032	196	4413	31	22	22	29581
First Quartile	1410	1875	1625	1722	2333	1975	-	-	-	1730
Median	1650	2200	1788	2033	2550	2229	1850	3100	2950	2057
Third Quartile	2225	2600	2088	2342	2999	2488	-	-	-	2394
1985 Median	1699	2140	1863	1825	2450	2050	2050	2000	2700	1945
3. *Blow Molding*	-	102	-	184	-	11	-	11	-	308
First Quartile	-	2092	-	2658	-	-	-	-	-	2438
Median	-	2400	-	2825	-	OVER 3200	-	OVER 3200	-	2683
Third Quartile	-	2525	-	3063	-	-	-	-	-	3013
1985 Median	-	2475	-	2193	-	2517	2150	OVER 3200	-	2250
4. *Extrusion*	62	176	81	5317	32	134	123	51	53	12239
First Quartile	-	2025	-	1963	-	2117	1900	-	-	2005
Median	2275	2450	2300	2225	2450	2350	2150	2350	2850	2259
Third Quartile	-	OVER 3200	-	2650	-	2725	2850	-	-	2575
1985 Median	2050	1999	2200	2575	2700	2218	2750	2300	2441	2219
5. *Reinforced*	-	74	53	105	31	21	62	31	53	4120
First Quartile	-	-	-	1958	-	-	-	-	-	1850
Median	-	1850	1899	2075	2250	UNDER 1400	2100	2550	2550	2025
Third Quartile	-	-	-	3013	-	-	-	-	-	2190
1985 Median	-	1699	1850	2067	1950	1850	2250	2300	2500	2160
6. *Thermoforming*	-	72	103	3210	81	145	22	53	11	7927
First Quartile	-	-	1935	1675	-	1775	-	-	-	1914
Median	-	2350	1990	2083	2850	2150	1950	2850	OVER 3200	2213
Third Quartile	-	-	2163	2638	-	2437	-	-	-	2633
1985 Median	OVER 3200	2250	1950	2190	-	1950	2050	2750	OVER 3200	2192
7. *E.P.S. Foam*	-	11	63	11	11	33	43	11	22	1915
First Quartile	-	-	-	-	-	-	-	-	-	1700
Median	-	OVER 3200	1700	1850	OVER 3200	2650	1900	2650	2350	1900
Third Quartile	-	-	-	-	-	-	-	-	-	2700
1985 Median	-	1825	1733	2050	-	1850	1900	2550	2450	1933

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JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. *Finishing*	224	97	31	7230	11	64	-	-	11	11448
First Quartile	1520	-	-	1828	-	-	-	-	-	1584
Median	1571	1850	1550	2055	2050	1575	-	-	2750	1928
Third Quartile	1625	-	-	2176	-	-	-	-	-	2156
1985 Median	1750	1750	1800	1913	OVER 3200	1488	1850	1783	-	1893
9. *Fabrication*	11	33	21	77	21	42	22	54	-	2621
First Quartile	-	-	-	-	-	-	-	-	-	2019
Median	1750	2050	1950	2650	2100	2450	1850	2299	-	2338
Third Quartile	-	-	-	-	-	-	-	-	-	2625
1985 Median	1850	2150	1550	1977	-	1850	2050	2350	-	1967
10. *Inspection*	95	1110	86	5040	55	1212	11	33	32	10284
First Quartile	-	1650	-	1792	-	1850	-	-	-	1746
Median	1950	2350	1700	2075	2250	2250	2050	1650	2817	2086
Third Quartile	-	2750	-	2625	-	2542	-	-	-	2585
1985 Median	2050	2350	1750	1960	2050	2050	2000	1750	2075	2021
11. *Shipping & Receiving*	76	1310	118	4231	22	1211	42	53	11	9774
First Quartile	-	1725	1750	1858	-	1775	-	-	-	1768
Median	1750	1967	2050	2093	2400	1900	2450	2150	3050	2082
Third Quartile	-	2133	2350	2556	-	2275	-	-	-	2331
1985 Median	2050	1875	1900	2013	2050	1900	2050	2100	2050	1988
12. *Maintenance*	66	1413	119	6844	55	1412	22	54	43	12998
First Quartile	-	2275	1750	2056	-	2238	-	-	-	2058
Median	2250	2400	2233	2517	2550	2400	2450	2750	3083	2364
Third Quartile	-	2625	2450	2696	-	2625	-	-	-	2730
1985 Median	2150	2183	2100	2213	2550	2400	2275	2650	2600	2268
13. *Tool Room*	33	76	109	3622	22	1211	43	22	22	7860
First Quartile	-	-	2175	2006	-	2700	-	-	-	2135
Median	2250	2450	2350	2288	2650	2875	2300	2850	OVER 3200	2488
Third Quartile	-	-	2775	2692	-	3075	-	-	-	3004
1985 Median	2550	2350	2399	2299	2750	2799	2800	2450	3150	2475

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A

Ace Tool & Manufacturing Co., Inc.
Newark, NJ 07114

Advance Mold
South Windsor, CT 06074

Airlite Plastics Co.
Omaha, NE 68102

Akemi Plastics, Inc.
Eaton Rapids, MI 48827

Alamo Foam, Inc.
San Antonio, TX 78232

Allen Extruders, Inc.
Holland, MI 49423

Allstate Plastics, Inc.
South Amboy, NJ 08879

Almar Molded Products, Inc.
Nashville, TN 37202

Alphatech Molding, Inc.
Devon, PA 19333

American Can Co.
Batavia, IL 60510

Anchor Tool & Plastics, Inc.
Minneapolis, MN 55427

Anden/Mastic Inc.
London, Ontario N6N1A9 Canada

Applied Composites
St. Charles, IL 60174

Astrofoam Molding Co., Inc.
Chatsworth, CA 91311

Atlas Plastics Corp.
Cape Girardeau, MO 63701

B

Ball Plastics Division
Evansville, IN 47712

Beden-Baugh Products, Inc.
Laurens, SC 29360

Bemis Manufacturing Co.
Sheboygan Falls, WI 53085

Big Valley Plastics, Inc.
Sumner, WA 98390

Bixby International Corp.
Newburyport, MA 01950

Blako Industries, Inc.
Dunbridge, OH 43414

Brockway Plastics Inc.
Richmond, VA 23235

C

Cadillac Products, Inc.
Sterling Heights, MI 48311

Camfield Fiberglass Plastics
Zeeland, MI 49464

Capistrano Plastics, Inc.
San Juan Capistrano, CA 92675

Cashiers Structural Foam
Cashiers, NC 28717

Century Insulation Manufacturing, Co
Union, MS 39365

Chicago Molded Plastic Corp.
Wheeling, IL 60090

Chili Plastics, Inc.
Rochester, NY 14624

Clearplass Containers, Inc.
Lyons, NY 14489

Coastal Engineered Products, Co.
Varnville, SC 29944

Colgate Plastics Corp.
Buffalo, NY 14220

Container Corp. of America
Wilmington, DE 19802

Continental Can Co.
San Leandro, CA 94577

Creative Pultrusions, Inc.
Alum Bank, PA 15521

Crescent Plastics, Inc.
Evansville, IN 47711

Crosby Manufacturing Co.

Crosby, MN 56441

Crown Division of The Allen Group
Orrville, OH 44667

D

Dana Molded Products, Inc.
Arlington Heights, IL 60006

Dekalb Molded Plastics
Butler, IN 46721

Delaware Valley Paper and Packaging Inc.
Malvern, PA 19355

Diemolding Corp.
Canastota, NY 13032

Dimco-Gray Co.
Centerville, OH 45459

E

Electro-General Plastics Corp.
Cleveland, OH 44120

Emabond, Inc.
Norwood, NJ 07648

EPA Molding, Inc.
Houston, TX 77026

Evart Products Co.
Evart, MI 49631

F

Fabri-Kal Corp.
Kalamazoo, MI 49001

Federal Molding, Inc.
Sanford, NC 27330

Fibergrate Corp.
Dallas, TX 75381

Fiberlay Plastics Center
Corte Madera, CA 94947

Fiberlux, Inc.
Mount Vernon, NY 10550

Fibrex Corporation
Burlington, WA 98233

Fleck Co., Inc.
Auburn, WA 98002

Form Pac Corp.
Sandusky, OH 44870

Fort Wayne Pools Inc.
Fort Wayne, IN 46804

Futura Coatings, Inc.
Hazelwood, MO 63042

G

Gage Industries, Inc.
Lake Oswego, OR 97034

The General Industries Co.
Elyria, OH 44036

General Marble Corp.
Rancho Cucamonga, CA 91730

General Plastics Corp.
Marion IN 46952

General Thermoforming Corp.
Yonkers, NY 10701

Glasforms, Inc.
San Jose, CA 95125

Glenn Beall Engineering, Inc.
Gurnee, IL 60031

Gordon Plastics, Inc.
Vista, CA 92084

Graber-Rogg, Inc.
Cranford, NJ 07016

Greenstreak Plastic Products
St. Louis, MO 63122

Grohen Tool & Die Co., Inc.
San Leandro, CA 94577

H

Harvel Plastics, Inc.
Easton, PA 18042

Haysite Reinforced Plastics
Erie, PA 16509

Highland Plastics, Inc.
Pasadena, CA 91103

Holland Plastics, Inc.
Mt. Pleasant, IA 52641

Hopple Plastics, Inc.
Florence, KY 41042

Hughes Plastics Co., Inc.
Redwood City, CA 94063

Hughes Plastics, Inc.
St. Joseph, MI 49085

Hunter Drums, Ltd.
Bramalea, Ontario Canada L6T4B3

I

Impact Extrusions, Inc.
Grand Prairie, TX 75053

Industrial Models, Inc.
Hollister, CA 95024

Ingress-Plastene
Crawfordsville, IN 47933

Insulated Building Systems, Inc.
Sterling, VA 22170

Intermetro Industries Corp.
Fostoria, OH 44830

International Reinforced Plastics, Inc.
Denmark, SC 29042

J

S. C. Johnson & Son, Inc.
Racine, WI 53403

Jet/Plastica Industries, Inc.
Hatfield, PA 19440

Jones & Hunt, Inc.
Orwigsburg, PA 17961

JSN Industries, Inc.
Irvine, CA 92714

K

Kaysun Plastics, Inc.
Manitowoc, WI 54220

Kiehl Engineering Co., Inc.
Bensenville, IL 60106

The KIRRGROUP
Ontario, CA 91761

Koller-Craft Plastic Products, Inc.
Fenton, MO 63026

Kurz-Kasch, Inc.
Dayton, OH 45401

L

Landis Plastics, Inc.
Chicago Ridge, IL 60415

Lauderdale Components, Inc.
Ft. Lauderdale, FL 33309

Lind Plastic Products, Inc.
Chicago, IL 60645

M

Mack Molding Co.
Arlington, VT 05250

Majors, Inc.
Omaha, NE 68127

Mankato Corp.
Mankato, MN 56001

Martindell Molding Co.
West Trenton, NJ 08628

Master Industries, Inc.
Ansonia, OH 45303

Mayfair Molded Products Corp.
Schiller Park, IL 60176

Menasha Corp.
Neenah, WI 54956

Michigan Plastic Products Co.
Grand Haven, MI 49417

Mid-America Engineering & Fab.
Fort Lupton, CO 80621

Mitten Vinyl, Inc.
Cambridge ON N1R 7E5 Canada

Modern Industrial Plastics
Dayton, OH 45414

Molded Container Corp.
Portland, OR 97202

Molded Fiber Glass Companies
Ashtabula, OH 44004

The Molding Company
Dayton, OH 45459

Moldtronics, Inc.
Downers Grove, IL 60515

Morrison Molded Fiber Glass Co.
Bristol, VA 24203

Mulay Plastics, Inc.
Addison, IL 60101

N

National Plastics Corporation
Fort Wayne, IN 46825

Neward Enterprises, Inc.
Cucamonga, CA 91730

NVF Company
Willow Grove, PA 19090

P

Pacific Allied Products, Ltd.
Ewa Beach, HI 96707

Packaging Concepts, Inc.
Zanesville, OH 43701

Packer Plastics, Inc.
Lawrence, KS 66044

Peerless Molded Plastics, Inc.
Toledo, OH 43615

Pine River Plastics
St. Clair, MI 48079

Pixley-Richards, Inc.
Plymouth, MA 02360

Plano Molding Co.
Plano, IL 60545

Plastic Art Products
Greeley, CO 80631

Plastic Concept, Inc.
Huntington Beach, CA 92649

Plastic Engineering Division
Kalamazoo, MI 49002

Plastic Enterprises Co., Inc.
Independence, MO 64051

Plastic Industries, Inc.
Athens, TN 37303

Plastic Ingenuity Inc.
Cross Plains, WI 53528

Plastic Moldings Corp.
Cincinnati, OH 45214

Plastofilm Industry, Inc.
Wheaton, IL 60189

Polycel Corporation
Somerville, NJ 08876

PolyFoam, Inc.
Lester Prairie, MN 55354

Polyfoam Packers Corp.
Wheeling, IL 60090

Polymer Composites, Inc.
Winona, MI 55987

Portage Industries, Corp.
Portage, WI 53901

Precision Custom Products, Inc.
DeGraff, OH 43318

Precision Fiberglass Industries, Inc.
Newberry, SC 29108

Prent Corp.
Janesville, WI 53547

Profile Extrusions Co.
Hastings, MN 55033

Progressive Plastics, Inc.
Cleveland, OH 44135

Puget Corporation of Oregon
Portland, OR 97223

Q

Quazite Corp.
Houston, TX 77035

R

Recto Molded Products, Inc.
Cincinnati, OH 45209

Reed Plastics Corp.
Holden, MA 01520

Regal Plastic Co.
Kansas City, MO 64127

Reinhold Industries, Inc.
Santa Fe Springs, CA 90670

L. W. Reinhold Plastics, Inc.
Los Angeles, CA 90003

Remcor
Williamstown, NJ 08094

Resinoid Engineering Corp.
Skokie, IL 60076

Richmond Plastics, Inc.
Richmond, VA 23235

Rock-Tenn Co.
Norcross, GA 30091

Rockwell International
Centralia, IL 62801

Romeo-Rim, Inc.
Romeo, MI 48065

Rostone, Division of Allen-Brad
Lafayette, IN 47903

Royce Plastic Molding Co., Inc.
Indianapolis, IN 46226

RUSSELL-STANLEY CORP.
Red Bank, NJ 07701

S

Sauder Industries Ltd.
Richmond B.C. V6V 1K8 Canada

Sealright Co., Inc.
Los Angeles, CA 90023

Seaquist Plastics
Wukwonago, WI 53149

Shamrock Industries, Inc.
Minneapolis, MN 55411

The Snow Corp.
Fort Worth, TX 76107

Snyder Industries, Inc.
Lincoln, NE 68504

Somerset Plastics, Inc.
Somerset, KY 42501

Southern Plastics Co.
Columbia, SC 29202

Spaulding Fibre Company
DeKalb, IL 60115

Spector Molding Inc.
Greenville, NC 27834

Spencer Plastic Products Corp.
Dale, IN 47523

Spokane Plastics, Inc.
Spokane, WA 99216

Stihl Incorporated
Virginia Beach, VA 23451

Structurlite Plastics Corp.
Hebron, OH 43025

Styro-Molders Corpl
Colorado Springs, CO 80901

Sunbeam Plastics Corp.
Evansville, IN 47711

Suratco Products Co.
Poynette, WI 53955

Surf Chemical, Inc.
Hackettstown, NJ 07840

T

Taytec/Crane
Columbus, OH 43216

Techform, Inc.
Mt. Airy, NC 27030

Tech-Way Industries, Inc.
Franklin, OH 45005

Tempress, Inc.
Seattle, WA 98108

Tetra Plastics, Inc.
Chesterfield, MO 63017

Therma Foam, Inc.
Fort Worth, TX 76161

Thermal Industries, Inc.
Pittsburgh, PA 15221

Thermoplastic Molders, Inc.
Oklahoma City, OK 73116

Tigerflex Corp.
Elk Grove Village, IL 60007

Triangle Plastics, Inc.
Winthrop, IA 50682

U

UC Industries, Inc.
Parsippany, NJ 07054

UMEC Corporation
Latrobe, PA 15650

LIST OF PARTICIPANTS

V

Vanguard Industrial Plastics, Inc.
East Detroit, MI 48021

Van Norman Molding Co.
Bridgeview, IL 60455

Veri-Nu Products Corp.
South El Monte, CA 91733

Vermont Plastics, Inc.
Montpelier, VT 05602

W

Waterbury Companies, Inc.
Waterbury, CT 06722

Web Plastics Co., Inc.
Richwood, OH 43344

R. D. Werner Co., Inc.
Franklin Park, IL 60131

Wess Plastic Mold, Inc.
Farmingdale, NY 11735

Westlake Plastics Co.
Lenni Mills, PA 19052

Winzen International, Inc.
San Antonio, TX 78213

Witt Plastics, Inc.
Greenville, OH 45331

Woodland Molded Plastics Corp.
Broadview, IL 60153

Z

Zehrco Plastics, Inc.
Ashtabula, OH 44004

**The Society of the
Plastics Industry, Inc.**

355 Lexington Avenue
New York, New York 10017
(212) 503-0600

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER, 1986

Supercedes September 1985 Job Descriptions

MOLDING AND EXTRUSION

1. **WORKING FORMAN (Hourly Paid Supervisors)** – *Columns, 1, 2, 3, 11, 15, 22, and 28
   Supervises, instructs, directs and trains Molding department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material to the press, housekeeping and performing duties of lower molding classifications, as required.

2. **SETUP MAIN AND/OR TROUBLE SHOOTER** — Columns 4, 12, 16 and 23
   Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding)** — Columns 5, 7, 8 and 24.
   Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will *NOT* make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** — Column 6
   Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN (Floor Boy)** — Column 10
   Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** — Columns 9, 14, 27 and 36
   In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** — Column 13.
   Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with a little or some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

8. **REINFORCED PLASTICS OPERATOR** — Column 17.
   Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** — Column 18.
   Operates preform machine after setups are completed. Loads materials to machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** — Column 19.
    Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** — Column 20.
    Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 48

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** — Column 21.
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

EPS FOAM

13. **FOAM SHOP OPERATOR** — Column 25.
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

14. **MOLD OPERATOR** — Column 26.
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

FINISHING

15. **FINISHER—GENERAL** — Column 29.
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

16. **PAINTER & SPRAYER** — Column 30.
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

17. **BUFFING OPERATOR** — Column 31.
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

18. **TUMBLING OPERATOR** — Column 32.
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

19. **SETUP MAN—FINISHING & PAINTING** — Column 33.
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

20. **MACHINE OPERATOR** — Column 34.
Operates such support equipment as punch press, rivetor, clincher, and drill press.

21. **ASSEMBLER** — Column 35.
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

22. **CHIEF INSPECTOR (Working)** — Column 37.
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

23. **INSPECTOR** — Column 38.
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 48

SHIPPING AND RECEIVING

24. FOREMAN (Working) — Column 39.
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

25. SHIPPER—MATERIAL HANDLER — Column 40.
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

26. PACKER — Column 41.
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

27. TRUCK OPERATOR — Column 42.
Operates truck to transport raw materials, finished parts, and other materials between plant, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

28. CLERK — Column 43.
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination. checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

29. FOREMAN (Working) — Column 44.
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

30. MECHANIC — Column 45.
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

31. ELECTRICIAN — Column 46.
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOLROOM

32. FOREMAN (Working) — Column 48.
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in his department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

33. MACHINIST — Column 53.
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

34. GENERAL HAND, LABOR TRAINEE — Columns 47 and 55.
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

35. PORTER—JANITOR, etc. — Column 56.
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 48

The Society of the
Plastics Industry, Inc.

SPI

LaborSurveyQuestionnaire

LABOR SURVEY NO. 48 (1986)
PLASTICS PROCESSING COMPANIES

Sponsored By: Financial Management Committee

EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1986

PART ONE — INSTRUCTIONS

GENERAL

1. Carefully study the Job Titles and Descriptions enclosed BEFORE attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgment.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are *NOT* part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

TURNOVER STATISTICS

"Turnover" is defined as the number of new employees hired to replace employees who have quit or been terminated, divided by the average permanent plant staffing for the year. A plant which started the year with 100 employees, then hired 50 employees as replacements during the year and ended the year with 100 employees had a 50% "Turnover". Do not include employees hired for temporary assignments such as vacation fill-ins, etc. See question 21 on page 6.

HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September, 1986—the effective date of this survey.**

1. The horizontal lines crossing the vertical job columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molders (job title col. "7") $6.00 hourly and four injection molders $6.15 hourly. Insert the figure "9" in vertical column "7" on horizontal line "G" ($6.00-$6.24). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each job column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by rate line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

This questionnaire is to be returned to Dr. Ernest Kurnow, Professor of Business Statistics, Graduate School of Business Administration, New York University, 100 Trinity Place, New York, N.Y. 10006 in the self-addressed envelope enclosed. Please return the completed questionnaire by September 30th, 1986. Retain one copy for your records.

FINAL REPORT

As in the past, the final industry report will automatically be made available to participants ***providing they have completed the enclosed Report Mailing Card.*** All figures of individual companies will be held in strict confidence.

Return not later than September 30, 1986

THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE • NEW YORK, N.Y. 10017

PART TWO — NUMBER OF HOUR

PROCESS OR DEPARTMENT	MOLDING										EXTRUSION				REINFORCED PLASTICS							THERMO-FORMING			EPS FOAM		
JOB TITLE	Foreman (comp. working)	Foreman (inj. working)	Foreman (blow-mold. working)	Set up Man - Troubleshooter	Compression Transfer Molding Operator	Compression Preform Molder	Injection Molding Operator	Blow Molding Operator	Material Man	Floor Man	Foreman (working)	Set up Man - Troubleshooter	Extrusion Operator	Material Man	Foreman (working)	Set up Man - Troubleshooter	Reinforced Plastics Operator	Reinforced Plastics Preform Operator	Reinforced Plastics Fabricator	Reinforced Plastics Pultruder Oper.	Reinforced Plastics Filament Winder Operator	Foreman (working)	Set up Man - Troubleshooter	Thermoforming Press Operator	Foam Shop Operator	Mold Operator	Material Man
HOURLY RATE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
A Below $ 5.00																											
B 5.00 — 5.24																											
C 5.25 — 5.49																											
D 5.50 — 5.74																											
E 5.75 — 5.99																											
F 6.00 — 6.24																											
G 6.25 — 6.49																											
H 6.50 — 6.74																											
I 6.75 — 6.99																											
J 7.00 — 7.24																											
K 7.25 — 7.49																											
L 7.50 — 7.74																											
M 7.75 — 7.99																											
N 8.00 — 8.49																											
O 8.50 — 8.99																											
P 9.00 — 9.49																											
Q 9.50 — 9.99																											
R 10.00 — 10.49																											
S 10.50 — 10.99																											
T 11.00 — 11.49																											
U 11.50 — 11.99																											
V 12.00 — 12.49																											
W 12.50 — 12.99																											
X 13.00 & Over																											
TOTAL EMPLOYEES																											

Note: Please list other hourly positions to be included in future surveys: _____

Y EMPLOYEES BY JOB TITLE

FINISHING						FABRICATION			INSPEC-TION		SHIPPING & RECEIVING					MAINTENANCE				TOOL ROOM							MIS-CELLA-NEOUS		
Foreman (working)	Finisher - General	Painter and Sprayer	Buffing Operator	Tumbling Operator	Set up Man - Troubleshooter	Machine Operator	Assembler	Material Handler	Chief Inspector (working)	Inspector	Foreman (working)	Shipper-Material Handler	Packer	Truck Operator	Clerk	Foreman (working)	Mechanic	Electrician	Helper - Trainee	Foreman (working)	Mold/Die Designer	Mold Maker/Lead Man	Mold Maker	Mold Repair Man	Machinist	Apprentice	General Hand, Labor Trainee	Porter-Janitor etc.	TOTAL HOURLY EMPLOYEES
28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	X

PART THREE — SALARIED EMPLOYEES

JOB TITLE	FIRST LINE SUPERVISORS, FOREMAN													
PROCESS OR DEPARTMENT	MOLDING			EXTRUSION	REINFORCED	THERMOFORMING	EPS FOAM	FINISHING	FABRICATION	INSPECTION	SHIPPING & RECEIVING	MAINTENANCE	TOOL ROOM	TOTAL SALARIED EMPLOYEES
	COMPRESSION	INJECTION	BLOW MOLDING											
MONTHLY BASE SALARY EXCLUDING OVERTIME	1	2	3	4	5	6	7	8	9	10	11	12	13	X
A Under —$1,400														
B 1,400 — 1,499														
C 1,500 — 1,599														
D 1,600 — 1,699														
E 1,700 — 1,799														
F 1,800 — 1,899														
G 1,900 — 1,999														
H 2,000 — 2,099														
I 2,100 — 2,199														
J 2,200 — 2,299														
K 2,300 — 2,399														
L 2,400 — 2,499														
M 2,500 — 2,599														
N 2,600 — 2,699														
O 2,700 — 2,799														
P 2,800 — 2,899														
Q 2,900 — 2,999														
R 3,000 — 3,099														
S 3,100 — 3,199														
T 3,200 & Over														
TOTAL EMPLOYEES														

Refer to page 5 For Instructions Before Completing

INSTRUCTIONS FOR COMPLETING PART THREE ON SALARIED FIRST LINE SUPERVISORS (See page 4)

A. Report number of salaried supervisors whose characteristics match the job title according to ***monthly*** **base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly.** ***Exclude working foremen who are paid on an hourly basis.***

B. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary ***including*** overtime earnings.

C. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility.

D. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are *NOT* part of regular earnings.

E. After completing Part Three on page 4, would you please answer the following questions:

1. Do you pay a Christmas Bonus to Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

2. Do you have profit sharing or other incentive bonus plans for Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, briefly describe the type and how paid. _____
   _____

3. Do you pay overtime to Shift Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

PART FOUR — IDENTIFYING AND COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

A. PLANT & SHIFT STATISTICS

1. Number of *hourly* employees in this plant. _____

2. Number of hours this plant operates each week.
   (includes all shifts) _____ Hours

3. Do you allow hourly employees daily rest periods?
   ☐ Yes ☐ No.
   If yes, how many minutes per period? _____ Minutes
   How many periods per shift? _____

4. Do you pay piece work to molders and finishers?
   Molders: ☐ Yes ☐ No
   Finishers: ☐ Yes ☐ No

5. How many shifts do you run?
   ☐ One ☐ Two ☐ Three

6. How many hours in each shift? _____ Hours

7. Do you rotate shifts? ☐ Yes ☐ No

8. Do you pay shift premiums? ☐ Yes ☐ No
   If yes, how do you pay shift premiums?

	Cents Per Hour	% of Hourly Rate
Afternoon	_____	_____
Midnight	_____	_____

B. TYPE OF PROCESSOR

For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business—

1. Type of business:
   ☐ Custom Processor
   ☐ Proprietary Processor
   ☐ Captive Processor

2. Type of processing:
   ☐ Blow Molding
   ☐ Compression/Transfer Molding
   ☐ Calendering
   ☐ Casting
   ☐ Coating
   ☐ Extrusion
   ☐ Fabricating
   ☐ Foam Processing
   ☐ Injection Molding
   ☐ Laminating
   ☐ Reaction Injection Molding (RM)
   ☐ Reinforced
   ☐ Rotational Molding
   ☐ Thermoforming
   ☐ Other (Describe) _____

B. UNION STATISTICS

10. Is your shop unionized? ☐ Yes ☐ No
    If unionized, give full name of union.
    (Example: United Auto Workers, Glass Bottle Blowers, etc.)

    _____

11. What is the length of your present contract?

    _____

12. When does your present contract expire? (Date)

    _____

13. Does your present contract contain a wage reopener clause? ☐ Yes ☐ No

14. Does your present contract provide for cost-of-living increases? ☐ Yes ☐ No

    If yes, please explain briefly: _____

    _____

C. VACATIONS, BONUS AND HOLIDAY STATISTICS FOR HOURLY EMPLOYEES

15. Which of the following comes closest to your vacation policy? (One check per line)

LENGTH OF VACATION	MINIMUM LENGTH OF SERVICE REQUIRED					
	1 Year	2 Years	3 Years	5 Years	10 Years	OVER 10 YEARS (SPECIFY)
1 Week						
2 Weeks						
3 Weeks						
4 Weeks						
Over 4 Weeks						

16. Did you pay hourly employees a Christmas (or other special) bonus in 1985? ☐ Yes ☐ No
    If yes, to what extent?
    ☐ Less than one week's earnings
    ☐ One week's earnings
    ☐ Two week's earnings
    ☐ Other (Describe): _____

    _____

17. How many paid holidays do you give in a year _____ (number)?

18. If you have a specific paid sick day policy, how many days per year _____ or days per year of service ____ are company paid?

19. Does your company have a paid lunch period in 1986? ☐ Yes ☐ No

    If yes, how long _____ (in minutes)?

20. Regarding hourly employees, do you provide for (Place one check ✓ in each column)—

How Paid	Group Life Insurance	Dental	Medical Plans				Income Protection or Wage Indemnity Sickness & Accident	Pension Plan	Profit Sharing
			Basic		Major				
			Employee	Dependents	Employee	Dependents			
Paid by Co. in Full									
Co. and employee share									
Paid by employee in full									
No provisions for									

D. TURNOVER STATISTICS (Refer to page 1 for instructions)

21. What was your hourly employee percentage turnover for most recent calendar or fiscal year _____ %

E. FRINGE BENEFITS—HOURLY EMPLOYEES ONLY

22. What was the average percentage of company paid fringe benefits to average hourly earnings for each of the following (Give percent to nearest tenth) for the most recent calendar or fiscal year:

_____ F.I.C.A.
_____ State Unemployment Comp.
_____ Federal Unemployment Comp.
_____ Overtime Premium
_____ Paid Vacations
_____ Workmen's Comp.
_____ Paid Holidays
_____ Paid Sick Days
_____ Paid Funeral & Jury Duty Leave
_____ Christmas Bonus (Or Gifts)
_____ Paid Lunch Rest Periods
_____ Paid Health & Insurance Plans
_____ Shift Differential
_____ Pension Plan
_____ Profit Sharing
_____ Other (Describe) _____
_____
_____ **Total Paid Fringe Benefits**

THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
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